

# Maria GRIBLING

Assistant Professor

Academy: Innovation

Research center: SKEMA Centre for Sustainability Studies

Campus: Sophia Antipolis

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## Research interests

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Careers, Diversity and inclusion, Identity, Creativity in organizations

## Teaching interests

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Cross-cultural Communication & Management, Diversity, Gestion des conflits, HRM, International Management, Leadership

## Education

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2018 PhD in Management, Birmingham Business School, Great Britain  
2007 Master in Research in Management and Economics, IAE Savoie Mont Blanc, France

## Experience

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### Full-time academic positions

Since 2018 Assistant Professor, SKEMA Business School, France  
2015 - 2017 Affiliate Professor, Universidad Carlos III de Madrid, Spain  
2012 - 2014 Affiliate Professor, Grenoble Ecole de Management, France

### Other academic affiliations and appointments

2018 - 2019 Responsable de programme, SKEMA Business School, France  
2018 Postdoctoral Researcher, Grenoble Ecole de Management, France  
2014 - 2015 Senior Lecturer, Westminster Business School, Great Britain

### Other professional experiences

2008 - 2009 Head of Human Resources, The Global Alliance for Improved Nutrition, Switzerland

## Publications

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### Peer-reviewed journal articles

GRIBLING, M. and DUBERLEY, J. (2021). Global competitive pressures and career ecosystems: contrasting the performance management systems in UK and French Business Schools. *Personnel Review*, 50(5), pp. 1409-1425.  
CLARKE, L. and GRIBLING, M. (2008). Obstacles to diversity in construction: the example of Heathrow Terminal 5. *Construction Management and Economics*, 26(10), pp. 1055-1065.

## **Conference presentations**

GRIBLING, M. and SMITH, M. (2019). Riding the wave of diversity: the construction of occupational mandate for diversity professionals in France. In: EGOS (European Group for Organization Studies). Edinburgh.

GRIBLING, M. and DUBERLEY, J. (2016). One size fits all? Gender and 'convenient' identities of academics in French and UK Business Schools. In: EGOS (European Group for Organization Studies). Naples.

GRIBLING, M. and SMITH, M. (2014). The Managerialization of Diversity 'Laws': the case of the Label and Charter in France. In: EURAM (European Academy of Management) Conference. Valencia.

GRIBLING, M. and DUBERLEY, J. (2014). Carrots, sticks and scripts: inter-organizational mobility in UK and French Business Schools. In: EGOS (European Group for Organization Studies). Rotterdam.

GRIBLING, M. and SMITH, M. (2013). National conceptualization of diversity: interplay of 'soft' and 'hard' law? The case of French Diversity Charter and Diversity Label. In: EDI (Equal Diversity and Inclusion Conference). Athens.

## **Press and social media**

GRIBLING, M. and BACHA, E. (2020). Remote-work-trust-and-surveillance-in-times-of-pandemic. SKEMA ThinkForward.

GRIBLING, M. and BACHA, E. (2020). Travail à distance, confiance et surveillance en période de pandémie. SKEMA ThinkForward.

GRIBLING, M. and SMITH, M. (2019). Comment crédibiliser davantage les responsables diversité dans l'entreprise. The Conversation, France.

GRIBLING, M. and SMITH, M. (2018). Can pay reporting help reduce the gender pay gap? The Conversation, France.

GRIBLING, M. and SMITH, M. (2018). L'obligation de transparence reste insuffisante pour réduire les inégalités salariales hommes-femmes. The Conversation, France.

SMITH, M. and GRIBLING, M. (2018). I can see clearly now: 'pay secrecy' fades as more transparency becomes the norm. The Conversation, France.